


Strategic Workforce Planning Summit

“Workshop B “The Workforce Planning Experience- First Steps in Launching a Successful Workforce Planning Initiative” This workshop is more than phrases and numbers. It will provide insight into how various State departments moved beyond the retirement and other turnover data and began their workforce planning initiatives. Panel members will answer the question "How do I get the ball rolling?" and explain how they engaged their department leadership to launch workforce planning initiatives.



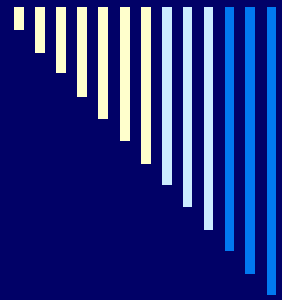
Michigan Strategic Workforce Plan



Workforce Planning Vision

- To equip all state agencies with a seamless approach to *proactively address workforce turnover* within the state classified service and to ensure *efficiency and continuity in the delivery of services and programs* to the citizens of Michigan.





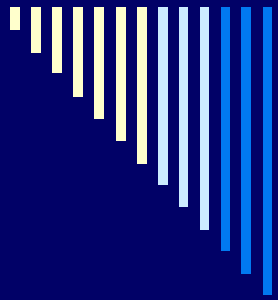
What are you looking to take away from the Workshop today?





By definition

- ❑ Strategic Workforce planning is the process through which **human resource planning** is **integrated** with an organization's **alignment with the overall goals and objectives**.
- ❑ It is a **planned** approach for department management to **identify** necessary organization changes, positions to target for succession planning, training and development, recruitment, redeployment, and knowledge transfer.



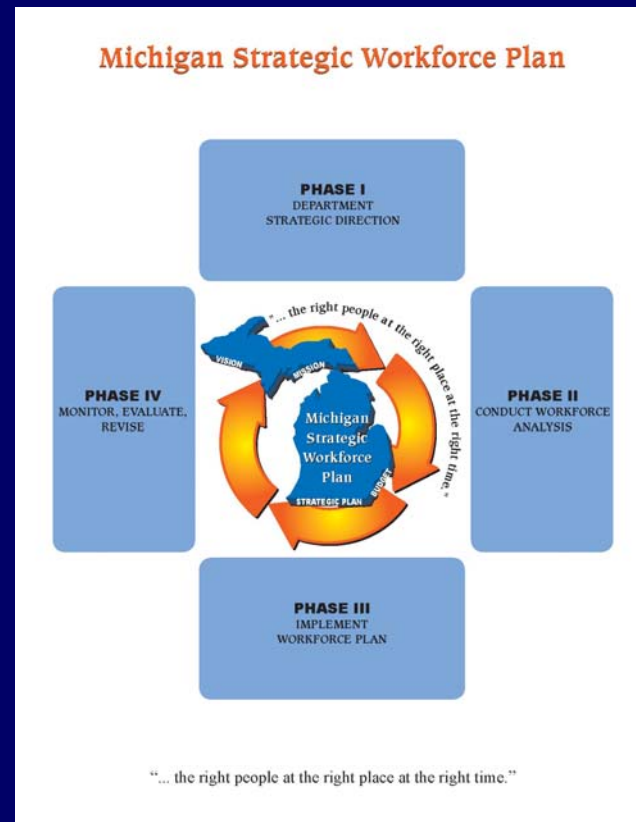
Measures & Metrics

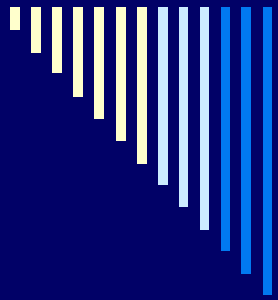
- Benchmarked

- NASPE

- Pew Center

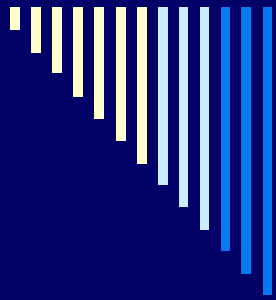
Four Phases





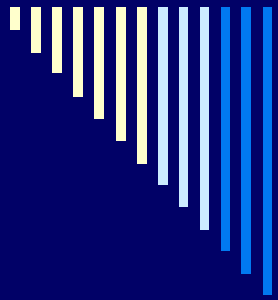
Program Analysis

- ❑ *Focusing and using the entire Strategic Plan to guide the WFP process*
- ❑ *Focusing on mission-critical programs*
- ❑ *Focusing on changes to the mission/core services of the department (legislation, funding, etc.)*



Competency Analysis

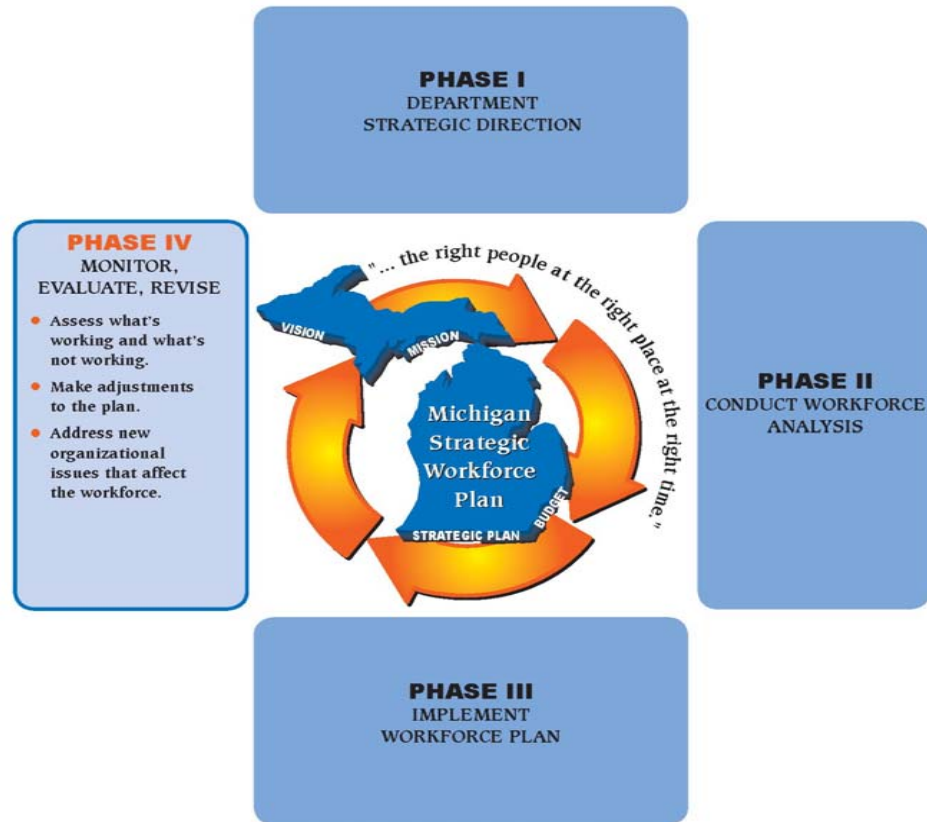
- ***Focusing on mission-critical behavioral or technical skills***
- ***Focusing on occupations that are difficult to recruit or retain***
- ***Focusing and using the entire Strategic Plan to guide the WFP process***



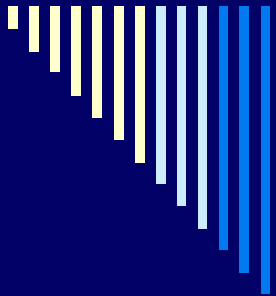
Staffing Analysis

- ***Focusing only on mission-critical classifications***
- ***Focusing only on occupations that are difficult to recruit or retain***
- ***Focusing and using the entire Strategic Plan to guide the WFP process***

Michigan Strategic Workforce Plan



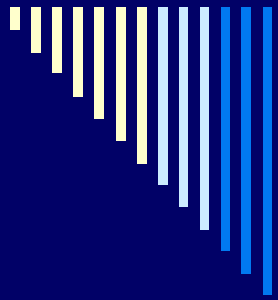
"... the right people at the right place at the right time."



It is **expected** each Department will approach the planning process in a way that meets their organization needs based on their size, structure, programs and budget.

June 1, 2009

Departmental Plans are due



Final quote...

A pessimist sees the difficulty in every opportunity.

An optimist sees the opportunity in every difficulty.

A realist sees both and plans and acts accordingly.